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1984-85 national faculty salary survey

BY discipline and rank in state colleges and universities

By
Richard M. Howe
M. L. Gilliam
Stephen S. Miller

CUPA / aascu

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1984-85

NATIONAL FACULTY SALARY SURVEY

BY

DISCIPLINE AND RANK

IN

STATE COLLEGES AND UNIVERSITIES

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
11 Dupont Circle, Suite 120
Washington, D.C. 20036

In Conjunction With

APPALACHIAN STATE UNIVERSITY
BOONE, NORTH CAROLINA 28608

The College and University Personnel Association is an international network of some 4,000 personnel administrators representing over 1,200 colleges and universities. Through regular and special publications and studies, CUPA aims to keep its members informed of the latest legal, legislative, and regulatory developments affecting personnel administration, as well as trends and innovative policies and practices in the field. Other services include annual conferences, regional meetings, and seminars on timely topics of special interest to the personnel profession.

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
11 Dupont Circle, Suite 120
Washington, D.C. 20036
202/462-1038

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Richard D. Howe, Research Director
Appalachian State University
Boone, North Carolina 28608
704/262-2124

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INTRODUCTION

The Background

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on personnel issues.

In 1974, the CUPA Board of Directors proposed establishing a survey of faculty compensation (page 1, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the Council developed a pilot faculty salary questionnaire, along with rationale, instructions, and definitions. They sent the questionnaire to colleagues in 13 diverse CUPA colleges and universities who critiqued it. A review of the respondents' comments indicated that a model already in use by Oklahoma State to gather similar data best met survey needs. The results of the critique process were submitted by the Council to the CUPA Board of Directors for approval. Once the Board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to mount a pilot study of 21 general and specific disciplines among the AASCU members. Two hundred four (204) institutions participated in the 1981-82 national pilot. Later, with many more disciplines/program areas, 228 institutions participated in 1982-83, 214 participated in 1983-84, and 272 participated in 1984-85. In all, over the period of four years (1981-82 through 1984-85), 338 AASCU-member institutions have participated in the AASCU/CUPA national faculty salary surveys by discipline and rank.

This 1984-85 survey is a further step in the long-term plan to collect as complete information about faculty salaries as is possible. Sustaining collection of data on the same number of disciplines and institutions over a number of years will eventually establish a data base capable of extensive analyses of faculty salaries. Continuing this year (1984-85), the survey is conducted every fall semester and includes most of the 50 two-digit program areas in A Classification of Instructional Programs and many of the four- and six-digit areas. The results will be released at the beginning of each new year so that more current data can be effectively used by line administrators in a timely fashion.

For the first time this year information was collected from participating colleges and universities which held collective bargaining contracts with their faculty. It is anticipated that this will continue and, thus, provide important salary data with which to compare to institutions not having collective bargaining contracts.

Also, for the first time this year we are listing, in APPENDIX C, the names of all the participating institutions for each of the four years of the survey. We encourage institutions to participate each year so we can provide them with relevant trend data in addition to the special studies that can be requested for a nominal charge.

The reader's comments, suggestions, and questions are appreciated at any time.

The Need

Current data on faculty compensation are presently being collected each year by the National Center for Education Statistics. These data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. What are missing are data about salary at different ranks and within specific disciplines for different types of institutions. The need to address problems of salary administration with respect to postsecondary faculty in different disciplines and ranks motivated the decision to conduct this study.

Applications

This survey effort attempts to address these needs by collecting data on 46 disciplines and comparing faculty ranks and average, low, and high salaries across these disciplines. The disciplines selected for this survey are those, it is hoped, that are most likely to be taught in the 272 state college and university members of AASCU which participated in the study.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities to be rendered. In this marketplace, a faculty member needs to know what to request, based on the salaries of her or his peers. The administrator needs to know how much to pay for quality without committing more than she or he can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty costs.

The use of the salary information is enhanced by knowing the characteristics of the institutions in the comparison group. Since this faculty salary survey collects institutional characteristics of geographical location, enrollment, budget and FTE of students, an institution can request "special studies" comparing itself with a group

of peers--10 or more institutions--using these characteristics for selection. These special studies are available through CUPA. No individual institutional data will be released by CUPA. The special study data are aggregate data of 10 or more institutions and with three or more data elements in each cell.

Also for the first time this year, those 93 institutions which have participated for each of the four years of the survey (1981-82, 1982-83, 1983-84, and 1984-85), may request salary trend studies by selected discipline(s) and/or by all disciplines in the study(ies) comparing their institutions both with the whole group of participating institutions and/or with a selected number of 10 or more.

Finally, participating institutions this year may request, for a nominal fee, percentile rank (PR) studies which will provide any participating institution with both a percentile ranking for each discipline and each rank in each discipline in comparison to 10 or more other participating institutions. Most importantly, we will be able to provide participating institutions with the amount of additional funds it would take to increase its average salary by discipline and rank to a higher PR--e.g., from a 40 PR to a 50 PR. This application of percentile ranking, we believe, may become the most important and relevant aspect of our annual faculty salary survey and we encourage participating institutions to take advantage of this service.

SURVEY RESULTS

Methodology

This AASCU/CUPA 1984-85 National Faculty Salary Survey by Discipline and Rank in State Colleges and Universities collected and tabulated full-time salary data for faculty in 46 selected disciplines. These were chosen from among the disciplines defined by the Higher Education General Information Survey (HEGIS) Taxonomy or by A Classification of Instructional Programs (CIP), 1981 (see Appendix A). The survey results are found in Appendix B--The Data Tables. Data for 60,831 faculty members at 272 public institutions (see Appendix C) were collected and tabulated.

Analysis of Data

To organize the data and permit comparisons between disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulations of the data are defined below.

NOTE: Users of this survey may find the category "New Assistant Professor" especially useful in making new hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

SALARY--based on a nine- or ten-month academic year salary of full-time faculty only--does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and prequisites are not included in the salary data.

AVERAGE SALARY--based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.

HIGH SALARY--The highest salary for any full-time individual of the defined group for which the information is reported.

LOW SALARY--the lowest salary for any full-time individual of the defined group for which the information is reported.

FAC MIX PCT--the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .36 for associate professor implies that 36 percent of the faculty in that discipline/major field hold the rank of associate professor.

SALARY FACTOR--for a given rank of a given discipline/major field, the ratio of the average salary to the total average salary of all institutions. For example, a SALARY FACTOR of 1.10 for assistant professors of mathematics is 10 percent higher than the average salary of all assistant professors of all institutions which participated in the survey.

NUM--the number of faculty members whose salaries were included to compute the average salary.

N/IS--the number of institutions that have reported salary data for a given academic rank and discipline/major field.

PARTICIPATING INSTITUTIONS--the number of institutions responding to the survey questionnaire.

NEW ASST PROF--the grouping of assistant professors who were hired for the first time in the Fall of 1984. All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

Examples of Analyses

Although no overall analysis has been undertaken in this report, it is important to illustrate the type of analyses possible using the data available. The following tables show the comparative potential of the data for two major fields: BUSINESS ECONOMICS AND COMMUNICATIONS.

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	38161	319	106	31193	308	112	26606	306	94	26946	44	34	20937	77	45	31222	1010	126
HIGH SALARY	57100			49112			35802			35802			31650			57100		
LOW SALARY	26052			18001			17340			21999			13500			13500		
FAC MIX PCT	0.32			0.30			0.30			0.04			0.08			1.00		
SALARY FACTOR	1.06			1.06			1.09			1.14			1.07			1.06		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	35044	285	101	28584	411	126	23560	436	135	22975	70	44	19046	187	78	26966	1319	159
HIGH SALARY	48418			43940			42260			31000			27971			48418		
LOW SALARY	23000			20278			16440			17635			13500			13500		
FAC MIX PCT	0.22			0.31			0.33			0.05			0.14			1.00		
SALARY FACTOR	0.98			0.97			0.96			0.97			0.97			0.92		

1. Size of the Sample. The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. The number of faculty and the number of institutions were somewhat lower for BUSINESS ECONOMICS (BE) as compared to COMMUNICATIONS (C):

	NUM	N/IS
BE	1010	126
C	1319	159

2. Average Salary. The average salary for every rank in BUSINESS ECONOMICS is higher than that in COMMUNICATIONS:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	38161	31193	26606	26946	20937	31222
C	35044	28584	23560	22975	19046	26966

3. High and Low Salaries. For every rank in BUSINESS ECONOMICS except for ASST PROF, the "high salary" is higher than in COMMUNICATIONS, and the "low salary" is higher for BUSINESS ECONOMICS, except for ASSOC PROF and it is the same for INSTRUCTOR:

High Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	57100	49112	35802	35802	31650	57100
C	48418	43940	42260	31000	27971	48418

Low Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	26052	18001	17340	21999	13500	13500
C	23000	20278	16440	17635	13500	13500

4. Faculty Mix Percentage. The two disciplines are rather dissimilar when compared on the basis of faculty mix percentage, which refers to the percentage of faculty in a given discipline who hold a given rank. For example, in BUSINESS ECONOMICS 32 percent of the faculty hold the rank of PROFESSOR, compared with COMMUNICATIONS where 22 percent of the faculty hold the rank of PROFESSOR. The comparisons for all ranks between the two major fields are as follows (note that NEW ASST PROF percentage is included in ASST PROF and each percentage has been rounded up):

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	.32	.30	.30	.04	.08	1.00
C	.22	.31	.33	.05	.14	1.00

It is interesting to note how the faculty mix percentage differs among a relatively "new" major field and an "old" one and also how these differences compare with the overall average of all major fields in the study. The comparisons for the major fields of NURSING (N), PHILOSOPHY AND RELIGION (PR), and for the overall study average of ALL MAJOR FIELDS (AMF) are as follows:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
N	.06	.21	.49	.06	.24	1.00
PR	.42	.35	.20	.03	.02	1.00
AMF	.33	.31	.27	.04	.09	1.00

5. Salary Factor. This variable permits comparisons between the average salary of a faculty member in a given rank and the average salary of all faculty members in that rank in all reporting institutions. A constant number--100 percent--represents the average salary of all faculty in that rank for all reporting institutions. The following data show, for example, in BUSINESS ECONOMICS (BE) the average salary of INSTRUCTOR is 7 percent above the average salary of all INSTRUCTORS from the reporting institutions and is 10 percent above the average salary of INSTRUCTIORS in COMMUNICATIONS (C). The data also show that for every rank the average salary for BUSINESS ECONOMICS faculty is higher than the average salary for COMMUNICATIONS faculty:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	1.06	1.06	1.09	1.14	1.07	1.06
C	0.98	0.97	0.96	0.97	0.97	0.92

6. Comparisons with Collective Bargaining Institutions. In the two major fields of BUSINESS ECONOMICS and COMMUNICATIONS, the user should note below the size of the sample, average salary, high and low salaries, faculty mix percentage and salary factor between GROUP #1 (non-collective bargaining institutions), and GROUP #2 (collective bargaining institutions). For both BUSINESS ECONOMICS and COMMUNICATIONS the number of collective bargaining faculty is less than for non-collective bargaining faculty. This is true in all of the disciplines/major fields except for the discipline: area studies/major field: area and ethnic studies. Ninety (90) of the 272 participating institutions (33%) had collective bargaining contracts with their faculties in 1984-85--please see APPENDIX C.

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	38161	319	106	31193	308	112	26606	306	94	26946	44	34	20937	77	45	31222	1010	126
	HIGH SALARY	57100			49112			35802			35802			31650			57100		
	LOW SALARY	26052			18001			17340			21999			13500			13500		
	FAC MIX PCT	0.32			0.30			0.30			0.04			0.08			1.00		
	SALARY FACTOR	1.06			1.06			1.09			1.14			1.07			1.06		
GROUP #1	AVERAGE SALARY	37351	211		30977	204		26622	214		27932	31		20654	60		30677	689	
	HIGH SALARY	57100			49112			35802			35802			31650			57100		
	LOW SALARY	27000			18001			17340			21999			14427			14427		
	FAC MIX PCT	0.31			0.30			0.31			0.04			0.09			1.00		
	SALARY FACTOR	1.04			1.06			1.09			1.18			1.05			1.05		
GROUP #2	AVERAGE SALARY	39744	108		31616	104		26570	92		24595	13		21936	17		32391	321	
	HIGH SALARY	52039			42109			34818			26999			28553			52039		
	LOW SALARY	26052			23601			19416			22500			13500			13500		
	FAC MIX PCT	0.34			0.32			0.29			0.04			0.05			1.00		
	SALARY FACTOR	1.11			1.08			1.09			1.04			1.12			1.10		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35044	285	101	28584	411	126	23560	436	135	22975	70	44	19046	187	78	26966	1319	159
	HIGH SALARY	48418			43940			42260			31000			27971			48418		
	LOW SALARY	23000			20278			16440			17635			13500			13500		
	FAC MIX PCT	0.22			0.31			0.33			0.05			0.14			1.00		
	SALARY FACTOR	0.98			0.97			0.96			0.97			0.97			0.92		
GROUP #1	AVERAGE SALARY	33615	145		27718	257		23434	294		23511	49		19183	134		25852	830	
	HIGH SALARY	45471			43940			42260			31000			27971			45471		
	LOW SALARY	24435			20278			16440			17635			14000			14000		
	FAC MIX PCT	0.17			0.31			0.35			0.06			0.16			1.00		
	SALARY FACTOR	0.94			0.95			0.96			1.00			0.98			0.88		
GROUP #2	AVERAGE SALARY	36525	140		30028	154		23822	142		21723	21		18698	53		28857	489	
	HIGH SALARY	48418			41727			35560			29063			26514			48418		
	LOW SALARY	23000			20477			17391			18000			13500			13500		
	FAC MIX PCT	0.29			0.31			0.29			0.04			0.11			1.00		
	SALARY FACTOR	1.02			1.02			0.97			0.92			0.95			0.98		

APPENDIX A

LIST OF SELECTED DISCIPLINES*

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*The numbers after the selected major fields are "crosswalks" between the CIP classification (A Classification of Instructional Programs, National Center for Education Statistics, 1981) and the HEGIS Taxonomy. The numbers immediately after each dash are those of the new classification and those in parentheses are of the HEGIS Taxonomy. Both sets of numbers refer to the same discipline or major field, of course.

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GROUP 2 COLLECTIVE BARGAINING

FACULTY SALARY SURVEY

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: AGRIBUSINESS AND AGRICULTURAL PRODUCTION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	33511	106	32	28086	91	37	23798	82	39	25509	9	8	16902	28	17	27793	307	45
	HIGH SALARY	64520			43835			42338			35864			24200			64520		
	LOW SALARY	24829			15696			13455			19632			13500			13455		
	FAC MIX PCT	0.35			0.30			0.27			0.03			0.09			1.00		
	SALARY FACTOR	0.94			0.96			0.97			1.08			0.86			0.95		
GROUP #1	AVERAGE SALARY	33590	101		28108	83		23727	75								27833	286	
	HIGH SALARY	64520			43835			42338									64520		
	LOW SALARY	24829			15696			13455									13455		
	FAC MIX PCT	0.35			0.29			0.26									1.00		
	SALARY FACTOR	0.94			0.96			0.97									0.95		
GROUP #2	AVERAGE SALARY	31914	5		27862	8		24566	7								27253	21	
	HIGH SALARY	37017			31882			31012									37017		
	LOW SALARY	28836			24507			19982									17900		
	FAC MIX PCT	0.24			0.38			0.33									1.00		
	SALARY FACTOR	0.89			0.95			1.01									0.93		

DISCIPLINE: ARCH & EVIRON DESIGN
MAJOR FIELD: ARCHITECTURE & ENVIRONMENTAL DESIGN

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34527	30	10	30463	40	9	25345	42	10	24877	6	6	21578	9	4	29033	121	12
	HIGH SALARY	42300			39399			33648			26647			25700			42300		
	LOW SALARY	25550			21700			16140			22700			17955			16140		
	FAC MIX PCT	0.25			0.33			0.35			0.05			0.07			1.00		
	SALARY FACTOR	0.96			1.04			1.04			1.05			1.10			0.99		
GROUP #1	AVERAGE SALARY							25118	37								29048	111	
	HIGH SALARY							33648									42300		
	LOW SALARY							16140									16140		
	FAC MIX PCT							0.33									1.00		
	SALARY FACTOR							1.03									0.99		
GROUP #2	AVERAGE SALARY							27026	5								28867	10	
	HIGH SALARY							28072									36415		
	LOW SALARY							26647									25700		
	FAC MIX PCT							0.50									1.00		
	SALARY FACTOR							1.11									0.98		

FACULTY SALARY SURVEY

DISCIPLINE: AREA STUDIES
MAJOR FIELD: AREA AND ETHNIC STUDIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36155	53	19	30938	72	22	25316	59	24	24177	12	9	23599	7	7	30380	191	30
	HIGH SALARY	60294			47549			37799			38938			29553			60294		
	LOW SALARY	27666			22140			10000			10000			19075			10000		
	FAC MIX PCT	0.28			0.38			0.31			0.06			0.04			1.00		
	SALARY FACTOR	1.01			1.05			1.04			1.02			1.20			1.04		
GROUP #1	AVERAGE SALARY	38343	9		32073	27		26395	29		24348	4					30178	67	
	HIGH SALARY	60294			47549			37799			38938						60294		
	LOW SALARY	28719			22140			10000			10000						10000		
	FAC MIX PCT	0.13			0.40			0.43			0.06						1.00		
	SALARY FACTOR	1.07			1.09			1.08			1.03						1.03		
GROUP #2	AVERAGE SALARY	35708	44		30258	45		24273	30		24091	8					30489	124	
	HIGH SALARY	42562			35994			34918			27840						42562		
	LOW SALARY	27666			24693			17293			20025						17293		
	FAC MIX PCT	0.35			0.36			0.24			0.06						1.00		
	SALARY FACTOR	1.00			1.03			0.99			1.02						1.04		

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: LIFE SCIENCES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35053	1279	226	28749	842	208	23705	497	176	22000	83	62	19122	80	48	30522	2698	233
	HIGH SALARY	65000			54774			44417			35880			31028			65000		
	LOW SALARY	14863			17844			9708			9750			11000			9708		
	FAC MIX PCT	0.47			0.31			0.18			0.03			0.03			1.00		
	SALARY FACTOR	0.98			0.98			0.97			0.93			0.97			1.04		
GROUP #1	AVERAGE SALARY	34100	792		28050	560		23477	353		21964	57		18780	62		29522	1767	
	HIGH SALARY	65000			47112			44417			35880			31028			65000		
	LOW SALARY	22800			17844			9708			9750			14000			9708		
	FAC MIX PCT	0.45			0.32			0.20			0.03			0.04			1.00		
	SALARY FACTOR	0.95			0.96			0.96			0.93			0.96			1.01		
GROUP #2	AVERAGE SALARY	36603	487		30137	282		24263	144		22078	26		20300	18		32420	931	
	HIGH SALARY	50590			54774			34918			29268			29553			54774		
	LOW SALARY	14863			21870			16973			18900			11000			11000		
	FAC MIX PCT	0.52			0.30			0.15			0.03			0.02			1.00		
	SALARY FACTOR	1.02			1.03			0.99			0.94			1.03			1.10		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS & MANAGEMENT

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	38665	459	86	32174	527	93	27996	595	94	28502	116	56	21086	254	68	30908	1835	105
	HIGH SALARY	71400			48000			40248			38900			37000			71400		
	LOW SALARY	26235			20468			17500			17500			14018			14018		
	FAC MIX PCT	0.25			0.29			0.32			0.06			0.14			1.00		
	SALARY FACTOR	1.08			1.10			1.15			1.21			1.07			1.05		
GROUP #1	AVERAGE SALARY	39180	322		32645	364		28394	433		29480	84		20831	194		31100	1313	
	HIGH SALARY	71400			48000			40000			37000			37000			71400		
	LOW SALARY	26235			20468			17500			17500			14018			14018		
	FAC MIX PCT	0.25			0.28			0.33			0.06			0.15			1.00		
	SALARY FACTOR	1.09			1.11			1.16			1.25			1.06			1.06		
GROUP #2	AVERAGE SALARY	37455	137		31120	163		26934	162		25934	32		21912	60		30425	522	
	HIGH SALARY	54588			41483			40248			38900			30683			54588		
	LOW SALARY	28710			23272			19206			19206			17570			17570		
	FAC MIX PCT	0.26			0.31			0.31			0.06			0.11			1.00		
	SALARY FACTOR	1.05			1.06			1.10			1.10			1.11			1.04		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: ACCOUNTING

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39844	374	114	33290	437	148	28355	523	157	29547	83	59	21632	274	100	31222	1608	173
	HIGH SALARY	57370			51300			44070			40997			34500			57370		
	LOW SALARY	23328			18801			10079			10079			14018			10079		
	FAC MIX PCT	0.23			0.27			0.33			0.05			0.17			1.00		
	SALARY FACTOR	1.11			1.14			1.16			1.25			1.10			1.06		
GROUP #1	AVERAGE SALARY	40123	217		33469	303		28520	383		30957	63		21436	192		30946	1095	
	HIGH SALARY	57370			51300			44070			40997			34500			57370		
	LOW SALARY	23328			18801			16272			20000			14018			14018		
	FAC MIX PCT	0.20			0.28			0.35			0.06			0.18			1.00		
	SALARY FACTOR	1.12			1.14			1.17			1.31			1.09			1.05		
GROUP #2	AVERAGE SALARY	39459	157		32885	134		27904	140		25104	20		22092	82		31812	513	
	HIGH SALARY	54273			43313			38500			38664			31900			54273		
	LOW SALARY	29067			20862			10079			10079			15901			10079		
	FAC MIX PCT	0.31			0.26			0.27			0.04			0.16			1.00		
	SALARY FACTOR	1.10			1.12			1.14			1.06			1.12			1.08		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ADMINISTRATION AND MANAGEMENT

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	38075	616	151	31835	753	170	27017	765	169	27262	132	79	20348	324	116	30385	2458	187
	HIGH SALARY	65230			56629			40997			40997			34593			65230		
	LOW SALARY	18912			16560			13000			13000			10818			10818		
	FAC MIX PCT	0.25			0.31			0.31			0.05			0.13			1.00		
	SALARY FACTOR	1.06			1.09			1.11			1.16			1.04			1.04		
GROUP #1	AVERAGE SALARY	38258	385		32279	476		27437	539		28287	93		19951	233		30331	1633	
	HIGH SALARY	65230			56629			40997			40997			34593			65230		
	LOW SALARY	19179			18684			15900			14427			10818			10818		
	FAC MIX PCT	0.24			0.29			0.33			0.06			0.14			1.00		
	SALARY FACTOR	1.07			1.10			1.12			1.20			1.02			1.03		
GROUP #2	AVERAGE SALARY	37770	231		31071	277		26013	226		24820	39		21366	91		30490	825	
	HIGH SALARY	50144			41727			35789			33000			30683			50144		
	LOW SALARY	18912			16560			13000			13000			15900			13000		
	FAC MIX PCT	0.28			0.34			0.27			0.05			0.11			1.00		
	SALARY FACTOR	1.05			1.06			1.06			1.05			1.09			1.04		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: SECRETARIAL AND RELATED PROGRAMS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34761	105	50	27960	130	63	23537	163	70	24532	10	8	18355	68	37	26544	466	92
	HIGH SALARY	58515			40000			39873			32000			24517			58515		
	LOW SALARY	21000			17478			15390			19962			10818			10818		
	FAC MIX PCT	0.23			0.28			0.35			0.02			0.15			1.00		
	SALARY FACTOR	0.97			0.95			0.96			1.04			0.93			0.90		
GROUP #1	AVERAGE SALARY	34096	80		27998	99		23239	136					18229	51		26201	366	
	HIGH SALARY	58515			40000			32857						23400			58515		
	LOW SALARY	21000			17478			15390						10818			10818		
	FAC MIX PCT	0.22			0.27			0.37						0.14			1.00		
	SALARY FACTOR	0.95			0.95			0.95						0.93			0.89		
GROUP #2	AVERAGE SALARY	36888	25		27840	31		25042	27					18732	17		27798	100	
	HIGH SALARY	44595			39834			39873						24517			44595		
	LOW SALARY	24151			18444			19849						13164			13164		
	FAC MIX PCT	0.25			0.31			0.27						0.17			1.00		
	SALARY FACTOR	1.03			0.95			1.02						0.95			0.95		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	38161	319	106	31193	308	112	26606	306	94	26946	44	34	20937	77	45	31222	1010	126
	HIGH SALARY	57100			49112			35802			35802			31650			57100		
	LOW SALARY	26052			18001			17340			21999			13500			13500		
	FAC MIX PCT	0.32			0.30			0.30			0.04			0.08			1.00		
	SALARY FACTOR	1.06			1.06			1.09			1.14			1.07			1.06		
GROUP #1	AVERAGE SALARY	37351	211		30977	204		26622	214		27932	31		20654	60		30677	689	
	HIGH SALARY	57100			49112			35802			35802			31650			57100		
	LOW SALARY	27000			18001			17340			21999			14427			14427		
	FAC MIX PCT	0.31			0.30			0.31			0.04			0.09			1.00		
	SALARY FACTOR	1.04			1.06			1.09			1.18			1.05			1.05		
GROUP #2	AVERAGE SALARY	39744	108		31616	104		26570	92		24595	13		21936	17		32391	321	
	HIGH SALARY	52039			42109			34818			26999			29553			52039		
	LOW SALARY	26052			23601			19416			22500			13500			13500		
	FAC MIX PCT	0.34			0.32			0.29			0.04			0.05			1.00		
	SALARY FACTOR	1.11			1.08			1.09			1.04			1.12			1.10		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35044	285	101	28584	411	126	23560	436	135	22975	70	44	19046	187	78	26966	1319	159
	HIGH SALARY	48418			43940			42260			31000			27971			48418		
	LOW SALARY	23000			20278			16440			17635			13500			13500		
	FAC MIX PCT	0.22			0.31			0.33			0.05			0.14			1.00		
	SALARY FACTOR	0.98			0.97			0.96			0.97			0.97			0.92		
GROUP #1	AVERAGE SALARY	33615	145		27718	257		23434	294		23511	49		19183	134		25852	830	
	HIGH SALARY	45471			43940			42260			31000			27971			45471		
	LOW SALARY	24435			20278			16440			17635			14000			14000		
	FAC MIX PCT	0.17			0.31			0.35			0.06			0.16			1.00		
	SALARY FACTOR	0.94			0.95			0.96			1.00			0.98			0.98		
GROUP #2	AVERAGE SALARY	36525	140		30028	154		23822	142		21723	21		18698	53		28857	489	
	HIGH SALARY	48418			41727			35560			29063			26514			48418		
	LOW SALARY	23000			20477			17391			18000			13500			13500		
	FAC MIX PCT	0.29			0.31			0.29			0.04			0.11			1.00		
	SALARY FACTOR	1.02			1.02			0.97			0.92			0.95			0.98		

FACULTY SALARY SURVEY

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATION TECHNOLOGIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	32950	30	12	28855	35	12	23601	41	15	22566	3	3	18102	22	9	26283	128	22
	HIGH SALARY	43074			36666			29083			26500			24336			43074		
	LOW SALARY	25200			21792			16850			20198			12279			12279		
	FAC MIX PCT	0.23			0.27			0.32			0.02			0.17			1.00		
	SALARY FACTOR	0.92			0.98			0.97			0.96			0.92			0.90		
GROUP #1	AVERAGE SALARY	31438	21		28649	27		23162	30		22566	3		18282	11		26176	89	
	HIGH SALARY	43074			36666			28586			26500			24336			43074		
	LOW SALARY	25200			21792			16850			20198			13884			13884		
	FAC MIX PCT	0.24			0.30			0.34			0.03			0.12			1.00		
	SALARY FACTOR	0.88			0.98			0.95			0.96			0.93			0.89		
GROUP #2	AVERAGE SALARY	36477	9		29548	8		24797	11					17922	11		26527	39	
	HIGH SALARY	40329			31865			29083						22050			40329		
	LOW SALARY	27217			26770			19387						12279			12279		
	FAC MIX PCT	0.23			0.21			0.28						0.28			1.00		
	SALARY FACTOR	1.02			1.01			1.01						0.91			0.90		

DISCIPLINE: COMPUTER & INFO SCIENCES
MAJOR FIELD: COMPUTER & INFO SCIENCE

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37912	270	109	32860	358	141	27747	451	141	26985	101	70	21716	289	103	29817	1368	178
	HIGH SALARY	67000			46000			40000			39716			36648			67000		
	LOW SALARY	23417			19344			15938			18252			10464			10464		
	FAC MIX PCT	0.20			0.26			0.33			0.07			0.21			1.00		
	SALARY FACTOR	1.06			1.12			1.14			1.14			1.10			1.02		
GROUP #1	AVERAGE SALARY	37189	134		32953	222		28251	284		27659	61		21558	174		29574	814	
	HIGH SALARY	67000			46000			40000			38000			31000			67000		
	LOW SALARY	23417			19344			16140			18252			13884			13884		
	FAC MIX PCT	0.16			0.27			0.35			0.07			0.21			1.00		
	SALARY FACTOR	1.04			1.12			1.16			1.17			1.10			1.01		
GROUP #2	AVERAGE SALARY	38626	136		32707	136		26891	167		25959	40		21956	115		30174	554	
	HIGH SALARY	57172			45628			39716			39716			36648			57172		
	LOW SALARY	24729			20260			15938			19618			10464			10464		
	FAC MIX PCT	0.25			0.25			0.30			0.07			0.21			1.00		
	SALARY FACTOR	1.08			1.12			1.10			1.10			1.12			1.03		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35590	1228	138	29152	1012	142	24232	682	130	22612	79	44	18700	141	49	30156	3063	152
	HIGH SALARY	70100			52744			45584			36722			41448			70100		
	LOW SALARY	14517			13481			11460			17712			8874			8874		
	FAC MIX PCT	0.40			0.33			0.22			0.03			0.05			1.00		
	SALARY FACTOR	0.99			0.99			0.99			0.96			0.95			1.03		
GROUP #1	AVERAGE SALARY	34673	799		28467	686		23995	461		23116	57		18512	125		29265	2071	
	HIGH SALARY	70100			52744			45584			36722			41448			70100		
	LOW SALARY	18000			18650			15750			18000			8874			8874		
	FAC MIX PCT	0.39			0.33			0.22			0.03			0.06			1.00		
	SALARY FACTOR	0.97			0.97			0.98			0.98			0.94			1.00		
GROUP #2	AVERAGE SALARY	37298	429		30593	326		24727	221		21308	22		20169	16		32017	992	
	HIGH SALARY	54103			48672			38500			26570			27777			54103		
	LOW SALARY	14517			13481			11460			17712			13704			11460		
	FAC MIX PCT	0.43			0.33			0.22			0.02			0.02			1.00		
	SALARY FACTOR	1.04			1.04			1.01			0.90			1.03			1.09		

DISCIPLINE: EDUCATION
MAJOR FIELD: TEACHER EDUCATION, GENERAL PROGRAMS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34102	553	88	28392	370	88	23925	257	89	21904	32	28	18857	46	27	29673	1226	101
	HIGH SALARY	54714			42600			37389			25000			24500			54714		
	LOW SALARY	22904			18684			16140			19000			13500			13500		
	FAC MIX PCT	0.45			0.30			0.21			0.03			0.04			1.00		
	SALARY FACTOR	0.95			0.97			0.98			0.93			0.96			1.01		
GROUP #1	AVERAGE SALARY	33008	348		27238	221		23488	166		21807	18		18916	39		28608	774	
	HIGH SALARY	54714			42600			33833			25000			24500			54714		
	LOW SALARY	23517			18684			16140			19000			14400			14400		
	FAC MIX PCT	0.45			0.29			0.21			0.02			0.05			1.00		
	SALARY FACTOR	0.92			0.93			0.96			0.92			0.96			0.97		
GROUP #2	AVERAGE SALARY	35957	205		30104	149		24724	91		22030	14		18526	7		31495	452	
	HIGH SALARY	50657			38859			37389			24216			24216			50657		
	LOW SALARY	22904			21638			17978			19188			13500			13500		
	FAC MIX PCT	0.45			0.33			0.20			0.03			0.02			1.00		
	SALARY FACTOR	1.00			1.03			1.01			0.93			0.94			1.07		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION ADMINISTRATION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35821	264	67	29346	140	56	23538	48	26	22937	12	10	18335	5	3	32356	457	75
	HIGH SALARY	53904			39942			31601			31601			23024			53904		
	LOW SALARY	25857			19704			19000			19000			15000			15000		
	FAC MIX PCT	0.58			0.31			0.11			0.03			0.01			1.00		
	SALARY FACTOR	1.00			1.00			0.96			0.97			0.93			1.10		
GROUP #1	AVERAGE SALARY	35300	193		28960	107		23558	40					18335	5		31726	345	
	HIGH SALARY	53904			39942			31601						23024			53904		
	LOW SALARY	25857			19704			19000						15000			15000		
	FAC MIX PCT	0.56			0.31			0.12						0.01			1.00		
	SALARY FACTOR	0.98			0.99			0.96						0.93			1.08		
GROUP #2	AVERAGE SALARY	37237	71		30600	33		23436	8								34295	112	
	HIGH SALARY	53537			37765			29547									53537		
	LOW SALARY	27115			23085			19000									19000		
	FAC MIX PCT	0.63			0.29			0.07									1.00		
	SALARY FACTOR	1.04			1.04			0.96									1.17		

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL EDUCATION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35150	276	90	28662	283	100	23545	252	93	21334	34	23	19727	42	25	28809	853	117
	HIGH SALARY	52565			38300			32980			24397			38664			52565		
	LOW SALARY	22697			19704			16440			18000			12900			12900		
	FAC MIX PCT	0.32			0.33			0.30			0.04			0.05			1.00		
	SALARY FACTOR	0.98			0.98			0.96			0.90			1.00			0.98		
GROUP #1	AVERAGE SALARY	33351	118		27777	134		22954	120		21691	19		19191	34		27252	406	
	HIGH SALARY	47300			38300			32980			24397			27667			47300		
	LOW SALARY	22697			19704			16440			19714			12900			12900		
	FAC MIX PCT	0.29			0.33			0.30			0.05			0.08			1.00		
	SALARY FACTOR	0.93			0.95			0.94			0.92			0.98			0.93		
GROUP #2	AVERAGE SALARY	36494	158		29457	149		24082	132		20881	15		22004	8		30224	447	
	HIGH SALARY	52565			37708			31785			24140			38664			52565		
	LOW SALARY	24894			21803			17700			18000			14000			14000		
	FAC MIX PCT	0.35			0.33			0.30			0.03			0.02			1.00		
	SALARY FACTOR	1.02			1.00			0.99			0.89			1.12			1.03		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: STUDENT COUNSELING AND PERSONNEL SERVICES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35423	216	64	28452	108	52	23845	74	37	22445	19	13	20031	11	9	31073	409	71
	HIGH SALARY	55406			41727			33459			30543			25000			55406		
	LOW SALARY	24924			21836			18000			18000			16380			16380		
	FAC MIX PCT	0.53			0.26			0.18			0.05			0.03			1.00		
	SALARY FACTOR	0.99			0.97			0.98			0.95			1.02			1.06		
GROUP #1	AVERAGE SALARY	34523	100		28662	72		23786	43		22057	8					29953	225	
	HIGH SALARY	55406			39000			29088			26000						55406		
	LOW SALARY	24924			22000			18000			18000						16380		
	FAC MIX PCT	0.44			0.32			0.19			0.04						1.00		
	SALARY FACTOR	0.96			0.98			0.97			0.94						1.02		
GROUP #2	AVERAGE SALARY	36199	116		28032	36		23927	31		22727	11					32443	184	
	HIGH SALARY	50144			41727			33459			30543						50144		
	LOW SALARY	25776			21836			18900			18900						18900		
	FAC MIX PCT	0.63			0.20			0.17			0.06						1.00		
	SALARY FACTOR	1.01			0.96			0.98			0.96						1.11		

DISCIPLINE: EDUCATION
MAJOR FIELD: CURRICULUM AND INSTRUCTION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35574	236	52	29770	222	50	24195	153	46	23054	18	13	19605	30	19	30100	641	56
	HIGH SALARY	51235			42427			32388			31000			29550			51235		
	LOW SALARY	25740			21044			16664			18000			10500			10500		
	FAC MIX PCT	0.37			0.35			0.24			0.03			0.05			1.00		
	SALARY FACTOR	0.99			1.02			0.99			0.98			1.00			1.03		
GROUP #1	AVERAGE SALARY	34426	163		29397	174		24000	120								29196	485	
	HIGH SALARY	49350			39746			32388									49350		
	LOW SALARY	25740			21844			17140									10500		
	FAC MIX PCT	0.34			0.36			0.25									1.00		
	SALARY FACTOR	0.96			1.00			0.98									0.99		
GROUP #2	AVERAGE SALARY	38137	73		31125	48		24904	33								32910	156	
	HIGH SALARY	51235			42427			31457									51235		
	LOW SALARY	27575			21044			16664									16000		
	FAC MIX PCT	0.47			0.31			0.21									1.00		
	SALARY FACTOR	1.06			1.06			1.02									1.12		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: READING EDUCATION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34870	62	26	27288	68	33	23869	42	28				18247	12	9	28473	184	51
	HIGH SALARY	44155			38560			29960						23029			44155		
	LOW SALARY	23808			21870			16440						14664			14664		
	FAC MIX PCT	0.34			0.37			0.23						0.07			1.00		
	SALARY FACTOR	0.97			0.93			0.98						0.93			0.97		
GROUP #1	AVERAGE SALARY	32283	41		27222	36		22838	25								27273	112	
	HIGH SALARY	41366			38560			28625									41366		
	LOW SALARY	23808			22650			16440									14664		
	FAC MIX PCT	0.37			0.32			0.22									1.00		
	SALARY FACTOR	0.90			0.93			0.93									0.93		
GROUP #2	AVERAGE SALARY	39920	21		27363	32		25385	17								30339	72	
	HIGH SALARY	44155			37395			29960									44155		
	LOW SALARY	33930			21870			16824									15895		
	FAC MIX PCT	0.29			0.44			0.24									1.00		
	SALARY FACTOR	1.11			0.93			1.04									1.03		

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35004	646	184	29014	753	200	24596	907	202	21604	53	41	20189	493	150	27410	2799	230
	HIGH SALARY	54170			51199			48500			38938			34950			54170		
	LOW SALARY	22680			16860			14300			17500			10818			10818		
	FAC MIX PCT	0.23			0.27			0.32			0.02			0.18			1.00		
	SALARY FACTOR	0.98			0.99			1.01			0.92			1.03			0.93		
GROUP #1	AVERAGE SALARY	33565	373		27957	421		24216	565		22089	38		20274	376		26279	1735	
	HIGH SALARY	51047			51199			48500			38938			34950			51199		
	LOW SALARY	22680			16860			14300			17500			10818			10818		
	FAC MIX PCT	0.21			0.24			0.33			0.02			0.22			1.00		
	SALARY FACTOR	0.94			0.95			0.99			0.94			1.03			0.90		
GROUP #2	AVERAGE SALARY	36969	273		30354	332		25224	342		20377	15		19917	117		29254	1064	
	HIGH SALARY	54170			42222			34918			23999			27300			54170		
	LOW SALARY	25110			21610			15214			18000			12312			12312		
	FAC MIX PCT	0.26			0.31			0.32			0.01			0.11			1.00		
	SALARY FACTOR	1.03			1.03			1.03			0.86			1.01			1.00		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: 0839

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35557	149	52	29001	165	61	24887	157	59	23719	12	11	19896	94	44	28071	565	75
	HIGH SALARY	49427			37835			33551			26000			29473			49427		
	LOW SALARY	25542			17304			16140			20000			13374			13374		
	FAC MIX PCT	0.26			0.29			0.28			0.02			0.17			1.00		
	SALARY FACTOR	0.99			0.99			1.02			1.01			1.01			0.96		
GROUP #1	AVERAGE SALARY	33057	60		28618	93		24670	102		24351	8		20250	65		26492	320	
	HIGH SALARY	41366			37835			32965			26000			29473			41366		
	LOW SALARY	26449			17304			16140			21504			14280			14280		
	FAC MIX PCT	0.19			0.29			0.32			0.03			0.20			1.00		
	SALARY FACTOR	0.92			0.98			1.01			1.03			1.03			0.90		
GROUP #2	AVERAGE SALARY	37242	89		29495	72		25290	55		22454	4		19103	29		30135	245	
	HIGH SALARY	49427			36355			33551			25237			27777			49427		
	LOW SALARY	25542			22840			18886			20000			13374			13374		
	FAC MIX PCT	0.36			0.29			0.22			0.02			0.12			1.00		
	SALARY FACTOR	1.04			1.01			1.03			0.95			0.97			1.03		

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39321	609	65	32643	619	71	28572	458	71	28904	89	41	23341	85	35	33440	1771	79
	HIGH SALARY	65721			60230			62879			38610			35300			65721		
	LOW SALARY	16834			18927			17172			18927			13200			13200		
	FAC MIX PCT	0.34			0.35			0.26			0.05			0.05			1.00		
	SALARY FACTOR	1.10			1.11			1.17			1.23			1.19			1.14		
GROUP #1	AVERAGE SALARY	40094	380		33459	390		28933	328		29929	66		23630	66		33792	1164	
	HIGH SALARY	65721			60230			62879			38610			35300			65721		
	LOW SALARY	16834			18927			17172			18927			13200			13200		
	FAC MIX PCT	0.33			0.34			0.28			0.06			0.06			1.00		
	SALARY FACTOR	1.12			1.14			1.18			1.27			1.20			1.15		
GROUP #2	AVERAGE SALARY	38037	229		31254	229		27662	130		25963	23		22339	19		32764	607	
	HIGH SALARY	52421			41727			35000			31850			27158			52421		
	LOW SALARY	27044			23750			20800			20800			18194			18194		
	FAC MIX PCT	0.38			0.38			0.21			0.04			0.03			1.00		
	SALARY FACTOR	1.06			1.07			1.13			1.10			1.14			1.12		

FACULTY SALARY SURVEY

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: VISUAL AND PERFORMING ARTS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	33826	213	58	27727	304	65	22886	262	66	21498	21	14	19807	57	32	27223	836	76
	HIGH SALARY	51979			47302			35911			27995			35803			51979		
	LOW SALARY	10000			18060			16869			17060			15068			10000		
	FAC MIX PCT	0.25			0.36			0.31			0.03			0.07			1.00		
	SALARY FACTOR	0.94			0.95			0.94			0.91			1.01			0.93		
GROUP #1	AVERAGE SALARY	31985	136		26977	225		22489	185		21191	17		20074	40		26251	586	
	HIGH SALARY	43500			47302			31298			24000			35803			47302		
	LOW SALARY	10000			18060			16869			17060			15828			10000		
	FAC MIX PCT	0.23			0.38			0.32			0.03			0.07			1.00		
	SALARY FACTOR	0.89			0.92			0.92			0.90			1.02			0.89		
GROUP #2	AVERAGE SALARY	37078	77		29865	79		23837	77		22804	4		19181	17		29503	250	
	HIGH SALARY	51979			41995			35911			27995			22500			51979		
	LOW SALARY	24415			19966			18099			20520			15068			15068		
	FAC MIX PCT	0.31			0.32			0.31			0.02			0.07			1.00		
	SALARY FACTOR	1.03			1.02			0.98			0.97			0.98			1.01		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: FINE ARTS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34175	630	141	27344	560	155	22937	438	141	20960	52	45	18926	83	56	28323	1711	177
	HIGH SALARY	57860			47798			37799			30748			29553			57860		
	LOW SALARY	23157			17300			14877			15500			12501			12501		
	FAC MIX PCT	0.37			0.33			0.26			0.03			0.05			1.00		
	SALARY FACTOR	0.95			0.93			0.94			0.89			0.96			0.97		
GROUP #1	AVERAGE SALARY	32606	297		26619	346		22473	288		20622	38		18829	65		26697	996	
	HIGH SALARY	57860			47798			37799			30748			26000			57860		
	LOW SALARY	23157			17703			14877			15500			12501			12501		
	FAC MIX PCT	0.30			0.35			0.29			0.04			0.07			1.00		
	SALARY FACTOR	0.91			0.91			0.92			0.87			0.96			0.91		
GROUP #2	AVERAGE SALARY	35574	333		28517	214		23829	150		21879	14		19276	18		30587	715	
	HIGH SALARY	50144			36609			30483			24216			29553			50144		
	LOW SALARY	24566			17300			17391			18900			13200			13200		
	FAC MIX PCT	0.47			0.30			0.21			0.02			0.03			1.00		
	SALARY FACTOR	0.99			0.97			0.98			0.93			0.98			1.04		

FACULTY SALARY SURVEY

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: MUSIC

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34505	886	181	28211	835	181	22963	761	186	21358	104	73	19488	215	92	28135	2697	208
	HIGH SALARY	55940			46114			39187			32215			35803			55940		
	LOW SALARY	23328			17724			13410			15000			12612			12612		
	FAC MIX PCT	0.33			0.31			0.28			0.04			0.08			1.00		
	SALARY FACTOR	0.97			0.96			0.94			0.91			0.99			0.96		
GROUP #1	AVERAGE SALARY	33488	503		27510	518		22749	553		21830	69		19499	175		26922	1749	
	HIGH SALARY	55940			46114			39187			32215			35803			55940		
	LOW SALARY	23328			17724			15000			15000			12612			12612		
	FAC MIX PCT	0.29			0.30			0.32			0.04			0.10			1.00		
	SALARY FACTOR	0.93			0.94			0.93			0.93			0.99			0.92		
GROUP #2	AVERAGE SALARY	36072	383		29357	317		23533	208		20427	35		19442	40		30373	948	
	HIGH SALARY	50144			41727			34918			26960			27572			50144		
	LOW SALARY	24626			20206			13410			16000			15500			13410		
	FAC MIX PCT	0.40			0.33			0.22			0.04			0.04			1.00		
	SALARY FACTOR	1.01			1.00			0.96			0.87			0.99			1.04		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: DRAMATIC ARTS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36648	197	90	27981	222	98	22732	245	102	22139	37	29	18648	82	52	27519	746	133
	HIGH SALARY	62603			47302			41309			35184			26114			62603		
	LOW SALARY	24984			16440			15500			17000			12372			12372		
	FAC MIX PCT	0.26			0.30			0.33			0.05			0.11			1.00		
	SALARY FACTOR	1.02			0.95			0.93			0.94			0.95			0.94		
GROUP #1	AVERAGE SALARY	35899	100		27601	138		22579	148		22429	22		18445	61		26545	447	
	HIGH SALARY	62603			47302			41309			34616			26114			62603		
	LOW SALARY	24984			16440			15900			17100			12372			12372		
	FAC MIX PCT	0.22			0.31			0.33			0.05			0.14			1.00		
	SALARY FACTOR	1.00			0.94			0.92			0.95			0.94			0.90		
GROUP #2	AVERAGE SALARY	37420	97		28605	84		22965	97		21715	15		19241	21		28977	299	
	HIGH SALARY	56804			40267			35184			35184			24216			56804		
	LOW SALARY	25800			21172			15500			17000			14000			14000		
	FAC MIX PCT	0.32			0.28			0.32			0.05			0.07			1.00		
	SALARY FACTOR	1.04			0.98			0.94			0.92			0.98			0.99		

FACULTY SALARY SURVEY

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35691	532	161	28709	599	185	23517	503	173	21042	61	51	18925	106	59	28747	1740	221
	HIGH SALARY	58999			41727			39499			31688			53072			58999		
	LOW SALARY	19359			15300			15000			15000			6010			6010		
	FAC MIX PCT	0.31			0.34			0.29			0.04			0.06			1.00		
	SALARY FACTOR	1.00			0.98			0.96			0.89			0.96			0.98		
GROUP #1	AVERAGE SALARY	34564	291		27843	365		22793	320		21339	41		18858	86		27435	1062	
	HIGH SALARY	58999			37400			39499			31688			53072			58999		
	LOW SALARY	19359			15300			15000			15000			6010			6010		
	FAC MIX PCT	0.27			0.34			0.30			0.04			0.08			1.00		
	SALARY FACTOR	0.96			0.95			0.93			0.90			0.96			0.93		
GROUP #2	AVERAGE SALARY	37052	241		30060	234		24784	183		20433	20		19213	20		30801	678	
	HIGH SALARY	50144			41727			34918			25368			24216			50144		
	LOW SALARY	25808			19128			16000			16000			15068			15068		
	FAC MIX PCT	0.36			0.35			0.27			0.03			0.03			1.00		
	SALARY FACTOR	1.03			1.02			1.01			0.87			0.98			1.05		

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: NURSING

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35600	146	70	28855	490	133	23634	1139	157	23188	133	72	19684	564	111	24522	2339	166
	HIGH SALARY	57230			56866			36467			31500			27900			57230		
	LOW SALARY	24949			20154			11650			18000			10100			10100		
	FAC MIX PCT	0.06			0.21			0.49			0.06			0.24			1.00		
	SALARY FACTOR	0.99			0.98			0.97			0.98			1.00			0.84		
GROUP #1	AVERAGE SALARY	34810	79		28812	328		23204	815		23216	106		19651	450		23896	1672	
	HIGH SALARY	57230			56866			36467			31500			27900			57230		
	LOW SALARY	24949			20154			11650			18000			10100			10100		
	FAC MIX PCT	0.05			0.20			0.49			0.06			0.27			1.00		
	SALARY FACTOR	0.97			0.98			0.95			0.98			1.00			0.81		
GROUP #2	AVERAGE SALARY	36532	67		28941	162		24716	324		23082	27		19816	114		26091	667	
	HIGH SALARY	45016			41727			34918			30543			25529			45016		
	LOW SALARY	26708			20869			16900			20000			11855			11855		
	FAC MIX PCT	0.10			0.24			0.49			0.04			0.17			1.00		
	SALARY FACTOR	1.02			0.99			1.01			0.98			1.01			0.89		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: AUDIOLOGY AND SPEECH PATHOLOGY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36519	151	53	29093	131	58	23938	152	61	22491	23	19	19872	58	30	28692	492	76
	HIGH SALARY	50900			37890			30762			27080			26220			50900		
	LOW SALARY	26820			22860			18000			18500			14598			14598		
	FAC MIX PCT	0.31			0.27			0.31			0.05			0.12			1.00		
	SALARY FACTOR	1.02			0.99			0.98			0.95			1.01			0.98		
GROUP #1	AVERAGE SALARY	35542	90		28779	82		23831	103		22552	17		20196	41		27978	316	
	HIGH SALARY	50900			37890			30056			27080			26220			50900		
	LOW SALARY	27163			22860			18500			18500			14598			14598		
	FAC MIX PCT	0.28			0.26			0.33			0.05			0.13			1.00		
	SALARY FACTOR	0.99			0.98			0.98			0.96			1.03			0.95		
GROUP #2	AVERAGE SALARY	37962	61		29621	49		24165	49		22318	6		19089	17		29975	176	
	HIGH SALARY	44123			35051			30762			25000			25380			44123		
	LOW SALARY	26820			23499			18000			20000			15000			15000		
	FAC MIX PCT	0.35			0.28			0.28			0.03			0.10			1.00		
	SALARY FACTOR	1.06			1.01			0.99			0.95			0.97			1.02		

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME ECONOMICS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35206	180	61	28628	237	81	23679	400	98	22496	40	31	19048	154	63	26101	951	107
	HIGH SALARY	61705			42411			37621			30000			25304			61705		
	LOW SALARY	22050			17704			13500			18500			12600			12600		
	FAC MIX PCT	0.17			0.25			0.42			0.04			0.16			1.00		
	SALARY FACTOR	0.98			0.98			0.97			0.95			0.97			0.89		
GROUP #1	AVERAGE SALARY	34618	97		28547	164		23338	266		22201	26		18889	121		25514	648	
	HIGH SALARY	61705			42411			37621			25875			24588			61705		
	LOW SALARY	22050			17704			13500			18900			12600			12600		
	FAC MIX PCT	0.15			0.25			0.41			0.04			0.19			1.00		
	SALARY FACTOR	0.97			0.97			0.95			0.94			0.96			0.87		
GROUP #2	AVERAGE SALARY	36110	63		28810	73		24356	134		23042	14		19629	33		27358	303	
	HIGH SALARY	45120			39656			30562			30000			25304			45120		
	LOW SALARY	25200			22095			17500			18500			16500			16500		
	FAC MIX PCT	0.21			0.24			0.44			0.05			0.11			1.00		
	SALARY FACTOR	1.01			0.98			1.00			0.98			1.00			0.93		

FACULTY SALARY SURVEY

DISCIPLINE: LETTERS
MAJOR FIELD: LETTERS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35160	1357	193	28361	1223	200	22883	1219	191	20382	140	84	17645	415	117	27910	4214	208
	HIGH SALARY	67500			59134			42260			33602			30748			67500		
	LOW SALARY	18680			18091			11110			14850			10125			10125		
	FAC MIX PCT	0.32			0.29			0.29			0.03			0.10			1.00		
	SALARY FACTOR	0.98			0.97			0.94			0.86			0.90			0.95		
GROUP #1	AVERAGE SALARY	34008	801		27385	837		22360	865		20037	86		17529	356		26492	2859	
	HIGH SALARY	60737			48251			42260			33602			30748			60737		
	LOW SALARY	18680			18091			11110			14850			10125			10125		
	FAC MIX PCT	0.28			0.29			0.30			0.03			0.12			1.00		
	SALARY FACTOR	0.95			0.93			0.91			0.85			0.89			0.90		
GROUP #2	AVERAGE SALARY	36821	556		30477	386		24161	354		20932	54		18343	59		30901	1355	
	HIGH SALARY	67500			59134			34918			24500			28397			67500		
	LOW SALARY	22018			21275			15901			18000			13547			13547		
	FAC MIX PCT	0.41			0.28			0.26			0.04			0.04			1.00		
	SALARY FACTOR	1.03			1.04			0.99			0.89			0.93			1.05		

DISCIPLINE: LETTERS
MAJOR FIELD: PHILOSOPHY AND RELIGION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35698	390	132	28503	327	126	22852	185	100	21070	29	26	19955	20	15	30227	922	164
	HIGH SALARY	65177			44249			34918			27716			24570			65177		
	LOW SALARY	19359			21393			15533			17645			17000			15533		
	FAC MIX PCT	0.42			0.35			0.20			0.03			0.02			1.00		
	SALARY FACTOR	1.00			0.97			0.94			0.89			1.02			1.03		
GROUP #1	AVERAGE SALARY	34624	203		27801	197		22382	122		20678	19		20249	13		28970	535	
	HIGH SALARY	65177			40520			33930			27000			24570			65177		
	LOW SALARY	19359			21393			15533			17645			17000			15533		
	FAC MIX PCT	0.38			0.37			0.23			0.04			0.02			1.00		
	SALARY FACTOR	0.97			0.95			0.92			0.88			1.03			0.99		
GROUP #2	AVERAGE SALARY	36863	187		29567	130		23763	63		21816	10		19410	7		31964	387	
	HIGH SALARY	51063			44249			34918			27716			21143			51063		
	LOW SALARY	26415			22291			18000			18000			17160			17160		
	FAC MIX PCT	0.48			0.34			0.16			0.03			0.02			1.00		
	SALARY FACTOR	1.03			1.01			0.97			0.92			0.99			1.09		

FACULTY SALARY SURVEY

DISCIPLINE: LIBRARY SCIENCE
MAJOR FIELD: LIBRARY AND ARCHIVAL SCIENCES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36326	40	21	28616	130	42	23736	147	46	21545	12	8	19253	63	22	25987	380	58
	HIGH SALARY	59030			51745			35630			27000			26619			59030		
	LOW SALARY	25260			10580			10818			13500			13643			10580		
	FAC MIX PCT	0.11			0.34			0.39			0.03			0.17			1.00		
	SALARY FACTOR	1.01			0.98			0.97			0.91			0.98			0.89		
GROUP #1	AVERAGE SALARY	35337	24		28291	82		23531	87		21408	6		18182	39		25535	232	
	HIGH SALARY	59030			51745			35630			27000			24248			59030		
	LOW SALARY	25260			10580			10818			13500			14057			10580		
	FAC MIX PCT	0.10			0.35			0.38			0.03			0.17			1.00		
	SALARY FACTOR	0.99			0.96			0.96			0.91			0.93			0.87		
GROUP #2	AVERAGE SALARY	37810	16		29173	48		24033	60		21819	4		20993	24		26696	148	
	HIGH SALARY	43381			37250			30157			24079			26619			43381		
	LOW SALARY	30852			18661			18187			18000			13643			13643		
	FAC MIX PCT	0.11			0.32			0.41			0.03			0.16			1.00		
	SALARY FACTOR	1.05			0.99			0.98			0.92			1.07			0.91		

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36094	1118	228	29601	1131	227	24538	1059	224	23556	168	104	18398	424	148	28836	3732	257
	HIGH SALARY	69498			51230			39499			36707			30560			69498		
	LOW SALARY	17800			17340			14664			17500			10818			10818		
	FAC MIX PCT	0.30			0.30			0.28			0.05			0.11			1.00		
	SALARY FACTOR	1.01			1.01			1.00			1.00			0.94			0.98		
GROUP #1	AVERAGE SALARY	35444	619		28749	717		24295	727		23691	111		18305	344		27633	2407	
	HIGH SALARY	69498			51230			39499			36707			30560			69498		
	LOW SALARY	17800			17340			14664			17500			10818			10818		
	FAC MIX PCT	0.26			0.30			0.30			0.05			0.14			1.00		
	SALARY FACTOR	0.99			0.98			0.99			1.00			0.93			0.94		
GROUP #2	AVERAGE SALARY	36900	499		31076	414		25070	332		23294	57		18795	80		31022	1325	
	HIGH SALARY	54164			41727			37474			36082			29553			54164		
	LOW SALARY	22008			18912			15480			19000			10846			10846		
	FAC MIX PCT	0.38			0.31			0.25			0.04			0.06			1.00		
	SALARY FACTOR	1.03			1.06			1.03			0.99			0.96			1.06		

FACULTY SALARY SURVEY

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCE

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34685	223	60	28914	191	58	23529	136	46	22305	21	17	17257	40	19	29063	590	72
	HIGH SALARY	50144			44997			41667			26000			24329			50144		
	LOW SALARY	22126			19704			16440			17572			10000			10000		
	FAC MIX PCT	0.38			0.32			0.23			0.04			0.07			1.00		
	SALARY FACTOR	0.97			0.99			0.96			0.95			0.88			0.99		
GROUP #1	AVERAGE SALARY	33194	129		27820	115		23000	66		23009	11		16888	37		27477	367	
	HIGH SALARY	50135			44997			31005			26000			24329			50135		
	LOW SALARY	22126			19704			16440			21000			10000			10000		
	FAC MIX PCT	0.35			0.31			0.23			0.03			0.10			1.00		
	SALARY FACTOR	0.93			0.95			0.94			0.98			0.86			0.94		
GROUP #2	AVERAGE SALARY	36730	94		30570	76		24439	50		21530	10		21813	3		31674	223	
	HIGH SALARY	50144			41727			41667			26000			24216			50144		
	LOW SALARY	26472			23234			17572			17572			20080			17572		
	FAC MIX PCT	0.42			0.34			0.22			0.04			0.01			1.00		
	SALARY FACTOR	1.02			1.04			1.00			0.91			1.11			1.08		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36532	589	162	29530	384	149	24715	203	115	23169	38	32	19411	34	25	31846	1210	194
	HIGH SALARY	63732			53949			34918			30615			24329			63732		
	LOW SALARY	18832			16140			14615			19205			13704			13704		
	FAC MIX PCT	0.49			0.32			0.17			0.03			0.03			1.00		
	SALARY FACTOR	1.02			1.01			1.01			0.98			0.99			1.09		
GROUP #1	AVERAGE SALARY	35836	337		28764	253		24613	146		23647	24		19839	22		30849	758	
	HIGH SALARY	62977			53949			33050			30615			24329			62977		
	LOW SALARY	21684			16140			14615			19440			16000			14615		
	FAC MIX PCT	0.44			0.33			0.19			0.03			0.03			1.00		
	SALARY FACTOR	1.00			0.98			1.01			1.00			1.01			1.05		
GROUP #2	AVERAGE SALARY	37463	252		31009	131		24979	57		22348	14		18626	12		33518	452	
	HIGH SALARY	63732			42411			34918			26000			21143			63732		
	LOW SALARY	18832			18864			19205			19205			13704			13704		
	FAC MIX PCT	0.56			0.29			0.13			0.03			0.03			1.00		
	SALARY FACTOR	1.05			1.06			1.02			0.95			0.95			1.14		

FACULTY SALARY SURVEY

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: CHEMISTRY, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35869	947	202	29106	477	190	23280	325	145	22335	58	49	17940	53	34	31281	1802	227
	HIGH SALARY	66500			50216			36535			29000			26114			66500		
	LOW SALARY	23000			18000			12972			17000			8874			8874		
	FAC MIX PCT	0.53			0.26			0.18			0.03			0.03			1.00		
	SALARY FACTOR	1.00			0.99			0.95			0.95			0.91			1.07		
GROUP #1	AVERAGE SALARY	34737	556		28603	330		23219	228		22664	34		17905	34		30188	1148	
	HIGH SALARY	66500			50216			36535			29000			26114			66500		
	LOW SALARY	23000			18000			15540			17000			8874			8874		
	FAC MIX PCT	0.48			0.29			0.20			0.03			0.03			1.00		
	SALARY FACTOR	0.97			0.98			0.95			0.96			0.91			1.03		
GROUP #2	AVERAGE SALARY	37478	391		30236	147		23422	97		21869	24		18003	19		33199	654	
	HIGH SALARY	52561			41727			34918			27044			24216			52561		
	LOW SALARY	25524			18444			12972			17572			13704			12972		
	FAC MIX PCT	0.60			0.22			0.15			0.04			0.03			1.00		
	SALARY FACTOR	1.05			1.03			0.96			0.93			0.92			1.13		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: GEOLOGICAL SCIENCES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36332	289	105	28990	217	95	24476	163	78	24386	27	21	19886	22	20	30706	691	132
	HIGH SALARY	65625			42156			42189			35116			25000			65625		
	LOW SALARY	25110			17950			17827			18000			15524			15524		
	FAC MIX PCT	0.42			0.31			0.24			0.04			0.03			1.00		
	SALARY FACTOR	1.01			0.99			1.00			1.03			1.01			1.05		
GROUP #1	AVERAGE SALARY	35902	162		28871	153		24669	124		24836	23		19984	15		29938	454	
	HIGH SALARY	65625			42156			42189			35116			25000			65625		
	LOW SALARY	26424			17950			17827			18353			15524			15524		
	FAC MIX PCT	0.36			0.34			0.27			0.05			0.03			1.00		
	SALARY FACTOR	1.00			0.98			1.01			1.05			1.02			1.02		
GROUP #2	AVERAGE SALARY	36880	127		29276	64		23861	39		21798	4		19677	7		32176	237	
	HIGH SALARY	46610			36196			30495			24000			23157			46610		
	LOW SALARY	25110			22092			18000			18000			15750			15750		
	FAC MIX PCT	0.54			0.27			0.16			0.02			0.03			1.00		
	SALARY FACTOR	1.03			1.00			0.98			0.92			1.00			1.10		

FACULTY SALARY SURVEY

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35819	1104	212	28966	932	210	23634	560	196	21592	89	72	19409	48	41	30524	2644	241
	HIGH SALARY	60701			45135			46490			33323			25500			60701		
	LOW SALARY	18832			13804			16000			16000			13000			13000		
	FAC MIX PCT	0.42			0.35			0.21			0.03			0.02			1.00		
	SALARY FACTOR	1.00			0.99			0.97			0.92			0.99			1.04		
GROUP #1	AVERAGE SALARY	34752	591		28102	561		23115	352		21944	60		18896	34		29312	1538	
	HIGH SALARY	60701			45135			46490			33323			25400			60701		
	LOW SALARY	19500			19344			16000			16000			13000			13000		
	FAC MIX PCT	0.38			0.36			0.23			0.04			0.02			1.00		
	SALARY FACTOR	0.97			0.96			0.95			0.93			0.96			1.00		
GROUP #2	AVERAGE SALARY	37049	513		30273	371		24513	208		20862	29		20655	14		32210	1106	
	HIGH SALARY	60520			41727			37700			24216			25500			60520		
	LOW SALARY	18832			13804			17000			17000			17270			13804		
	FAC MIX PCT	0.46			0.34			0.19			0.03			0.01			1.00		
	SALARY FACTOR	1.03			1.03			1.00			0.88			1.05			1.10		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34393	319	81	28091	379	84	23190	298	77	22285	39	23	17851	47	23	28156	1043	95
	HIGH SALARY	59064			50216			40947			35879			24000			59064		
	LOW SALARY	15000			19161			15480			17635			10818			10818		
	FAC MIX PCT	0.31			0.36			0.29			0.04			0.05			1.00		
	SALARY FACTOR	0.96			0.96			0.95			0.94			0.91			0.96		
GROUP #1	AVERAGE SALARY	32801	192		27263	222		22964	203		22816	27		17742	33		27072	650	
	HIGH SALARY	59064			50216			40947			35879			24000			59064		
	LOW SALARY	23724			19161			15540			17635			10818			10818		
	FAC MIX PCT	0.30			0.34			0.31			0.04			0.05			1.00		
	SALARY FACTOR	0.92			0.93			0.94			0.97			0.90			0.92		
GROUP #2	AVERAGE SALARY	36799	127		29262	157		23673	95		21092	12		18106	14		29949	393	
	HIGH SALARY	55816			42010			37564			25185			23597			55816		
	LOW SALARY	15000			21592			15480			19000			13704			13704		
	FAC MIX PCT	0.32			0.40			0.24			0.03			0.04			1.00		
	SALARY FACTOR	1.03			1.00			0.97			0.89			0.92			1.02		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35461	170	62	29378	130	64	23633	71	48	22308	15	13	24486	12	7	30859	383	92
	HIGH SALARY	67837			47548			40690			33323			46490			67837		
	LOW SALARY	24056			17267			17042			17042			17006			17006		
	FAC MIX PCT	0.44			0.34			0.19			0.04			0.03			1.00		
	SALARY FACTOR	0.99			1.00			0.97			0.95			1.25			1.05		
GROUP #1	AVERAGE SALARY	33686	73		28607	72		22971	42		22826	11					29128	197	
	HIGH SALARY	67837			47548			40690			33323						67837		
	LOW SALARY	24056			17267			17042			17042						17042		
	FAC MIX PCT	0.37			0.37			0.21			0.06						1.00		
	SALARY FACTOR	0.94			0.98			0.94			0.97						0.99		
GROUP #2	AVERAGE SALARY	36797	97		30335	58		24593	29		20883	4					32693	186	
	HIGH SALARY	50144			41727			34918			23984						50144		
	LOW SALARY	26027			23704			18000			18000						17006		
	FAC MIX PCT	0.52			0.31			0.16			0.02						1.00		
	SALARY FACTOR	1.03			1.03			1.01			0.89						1.11		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35635	1256	211	28918	690	189	23613	327	150	19568	31	26	19281	37	30	31664	2310	222
	HIGH SALARY	59147			50716			34918			25200			25289			59147		
	LOW SALARY	18832			16785			16000			17000			10818			10818		
	FAC MIX PCT	0.54			0.30			0.14			0.01			0.02			1.00		
	SALARY FACTOR	0.99			0.99			0.97			0.83			0.98			1.08		
GROUP #1	AVERAGE SALARY	34548	705		28056	475		22966	232		19351	21		19097	30		30224	1442	
	HIGH SALARY	56222			50716			32745			25200			25289			56222		
	LOW SALARY	21156			16785			16140			17000			10818			10818		
	FAC MIX PCT	0.49			0.33			0.16			0.01			0.02			1.00		
	SALARY FACTOR	0.96			0.96			0.94			0.82			0.97			1.03		
GROUP #2	AVERAGE SALARY	37026	551		30821	215		25193	95		20024	10		20069	7		34057	868	
	HIGH SALARY	59147			41727			34918			22500			25070			59147		
	LOW SALARY	18832			20936			16000			18200			15127			15127		
	FAC MIX PCT	0.63			0.25			0.11			0.01			0.01			1.00		
	SALARY FACTOR	1.03			1.05			1.03			0.85			1.02			1.16		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: GEOGRAPHY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35857	296	102	28729	221	101	24277	160	82	21442	24	21	21058	15	14	30582	692	130
	HIGH SALARY	64522			49000			37389			25591			25922			64522		
	LOW SALARY	25173			19524			16200			16200			16000			16000		
	FAC MIX PCT	0.43			0.32			0.23			0.03			0.02			1.00		
	SALARY FACTOR	1.00			0.98			0.99			0.91			1.07			1.04		
GROUP #1	AVERAGE SALARY	34572	152		28305	134		23344	96		20797	14		20394	9		29341	391	
	HIGH SALARY	64522			49000			32500			24000			22156			64522		
	LOW SALARY	25173			19524			16200			16200			18000			16200		
	FAC MIX PCT	0.39			0.34			0.25			0.04			0.02			1.00		
	SALARY FACTOR	0.96			0.97			0.96			0.88			1.04			1.00		
GROUP #2	AVERAGE SALARY	37213	144		29383	87		25676	64		22345	10		22053	6		32195	301	
	HIGH SALARY	54177			35368			37389			25591			25922			54177		
	LOW SALARY	25785			20372			19400			19400			16000			16000		
	FAC MIX PCT	0.48			0.29			0.21			0.03			0.02			1.00		
	SALARY FACTOR	1.04			1.00			1.05			0.95			1.12			1.10		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35727	584	165	28744	460	164	23525	317	141	21229	48	34	20569	41	34	30233	1402	205
	HIGH SALARY	55741			50450			41309			26775			29148			55741		
	LOW SALARY	23328			19499			15930			17001			14000			14000		
	FAC MIX PCT	0.42			0.33			0.23			0.03			0.03			1.00		
	SALARY FACTOR	1.00			0.98			0.96			0.90			1.05			1.03		
GROUP #1	AVERAGE SALARY	34487	316		28521	314		23245	228		21017	35		20726	27		29054	885	
	HIGH SALARY	53720			50450			41309			26775			29148			53720		
	LOW SALARY	23328			19704			15930			17001			14000			14000		
	FAC MIX PCT	0.36			0.35			0.26			0.04			0.03			1.00		
	SALARY FACTOR	0.96			0.97			0.95			0.89			1.05			0.99		
GROUP #2	AVERAGE SALARY	37189	268		29222	146		24244	89		21799	13		20267	14		32252	517	
	HIGH SALARY	55741			41727			34918			24216			22080			55741		
	LOW SALARY	24673			19499			18000			19165			16395			16395		
	FAC MIX PCT	0.52			0.28			0.17			0.03			0.03			1.00		
	SALARY FACTOR	1.04			1.00			0.99			0.92			1.03			1.10		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36048	490	154	28668	614	184	23665	423	149	22089	55	44	18937	39	31	29383	1566	199
	HIGH SALARY	60000			46770			34918			31000			26273			60000		
	LOW SALARY	23859			19386			17190			17500			14004			14004		
	FAC MIX PCT	0.31			0.39			0.27			0.04			0.02			1.00		
	SALARY FACTOR	1.01			0.98			0.97			0.94			0.96			1.00		
GROUP #1	AVERAGE SALARY	35099	253		27894	392		23252	276		22483	38		18545	30		28168	951	
	HIGH SALARY	60000			37250			34516			31000			22778			60000		
	LOW SALARY	23859			19386			17190			18000			14004			14004		
	FAC MIX PCT	0.27			0.41			0.29			0.04			0.03			1.00		
	SALARY FACTOR	0.98			0.95			0.95			0.95			0.94			0.96		
GROUP #2	AVERAGE SALARY	37060	237		30033	222		24440	147		21208	17		20247	9		31261	615	
	HIGH SALARY	53890			46770			34918			26446			26273			53890		
	LOW SALARY	24459			21250			17500			17500			14400			14400		
	FAC MIX PCT	0.39			0.36			0.24			0.03			0.01			1.00		
	SALARY FACTOR	1.03			1.02			1.00			0.90			1.03			1.07		

DISCIPLINE: INTERDISCIPLINARY STUDIES
MAJOR FIELD: MULTI-INTERDISCIPLINARY STUDIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36236	67	24	29607	106	19	23508	71	23	21751	8	6	19189	7	5	29360	251	33
	HIGH SALARY	59201			43004			27950			26306			20884			59201		
	LOW SALARY	27486			20860			19000			19000			16981			16981		
	FAC MIX PCT	0.27			0.42			0.28			0.03			0.03			1.00		
	SALARY FACTOR	1.01			1.01			0.96			0.92			0.98			1.00		
GROUP #1	AVERAGE SALARY	34381	33		27763	59		22742	49								27303	146	
	HIGH SALARY	45200			37450			27950									45200		
	LOW SALARY	27486			20860			19000									16981		
	FAC MIX PCT	0.23			0.40			0.34									1.00		
	SALARY FACTOR	0.96			0.95			0.93									0.93		
GROUP #2	AVERAGE SALARY	38036	34		31921	47		25212	22								32220	105	
	HIGH SALARY	59201			43004			27752									59201		
	LOW SALARY	29689			24157			21925									17490		
	FAC MIX PCT	0.32			0.45			0.21									1.00		
	SALARY FACTOR	1.06			1.09			1.03									1.10		

FACULTY SALARY SURVEY

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

		PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS	
		SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
ALL INST	AVERAGE SALARY	35840	20319	29329	18740	24439	16554	23590	2292	19656	5218	29343	60831
	HIGH SALARY	71400		60230		62879		40997		53072		71400	
	LOW SALARY	10000		10580		9708		9750		6010		6010	
	FAC MIX PCT	0.33		0.31		0.27		0.04		0.09		1.00	
	SALARY FACTOR	1.00		1.00		1.00		1.00		1.00		1.00	
GROUP #1	AVERAGE SALARY	34964	11759	28820	12079	24239	11318	24036	1514	19491	3987	28391	38143
	HIGH SALARY	71400		60230		62879		40997		53072		71400	
	LOW SALARY	10000		10580		9708		9750		6010		6010	
	FAC MIX PCT	0.30		0.31		0.29		0.04		0.10		1.00	
	SALARY FACTOR	0.98		0.98		0.99		1.02		0.99		0.97	
GROUP #2	AVERAGE SALARY	37043	8560	30251	6661	24870	5236	22611	718	20189	1231	31061	21688
	HIGH SALARY	67500		59134		41667		39716		38664		67500	
	LOW SALARY	14517		13481		10079		10079		10464		10079	
	FAC MIX PCT	0.39		0.31		0.24		0.03		0.06		1.00	
	SALARY FACTOR	1.03		1.03		1.02		0.96		1.03		1.06	

APPENDIX C

LIST OF PARTICIPATING INSTITUTIONS

	81-82	82-83	83-84	84-85
Adams State College (CO)	*			*
Alabama State University (AL)		*	*	*
Albany State College (GA)				*
Alcorn State University (MS)	*			
Angelo State University (TX)	*		*	*
APPALACHIAN STATE UNIVERSITY (NC)	*	*	*	*
Arecibo Technological University College (PR)				**
Arkansas State University (AR)		*	*	*
Arkansas Tech University (AR)		*	*	*
Armstrong State College (GA)				*
Auburn University at Montgomery (AL)			*	*
AUGUSTA COLLEGE (GA)	*	*	*	*
Austin Peay State University (TN)	*		*	
Ball State University (IN)	*		*	
Bemidji State University (MN)	*	*		
Bernard M. Baruch College (NY)			*	**
BLACK HILLS STATE COLLEGE (SD)	*	*	*	**
Bluefield State College (WV)			*	*
BOISE STATE UNIVERSITY (ID)	*	*	*	*
BOWIE STATE COLLEGE (MD)	*	*	*	*
Bowling Green State University (OH)		*		*
California Maritime Academy (CA)		*		**
California Polytechnic State University Pomona (CA)		*		
California Polytechnic State University San Luis Obispo (CA)		*	*	
CALIFORNIA STATE COLLEGE (PA)	*	*	*	**
California State College, Bakersfield (CA)				**
California State College, San Bernadino (CA)		*		**
California State College, Sonoma (CA)		*		
California State College, Stanislaus (CA)	*	*		*
California State University, Dominquez Hills (CA)	*	*		**
California State University, Fresno (CA)			*	
California State University, Fullerton (CA)	*		*	**
CALIFORNIA STATE UNIVERSITY, HAYWARD (CA)	*	*	*	**
California State University, Long Beach (CA)		*	*	**
California State University, Los Angeles (CA)				**
California State University, Northridge (CA)		*		**

Those institutions listed above in CAPITAL LETTERS have participated in each of the four years of the survey.

**The "double star" symbol notes those participating institutions which have collective bargaining contracts (CBC) with their faculties. Even though many of the participating institutions may have had CBC previously, this information was not requested until this year's survey. Ninety (90) participating institutions had CBC during 1984-1985.

PARTICIPATING INSTITUTIONS, Continued:

	81-82	82-83	83-84	84-85
Cameron University (OK)	*	*	*	
CASTLETON STATE COLLEGE (VT)	*	*	*	**
Cayey University College (PR)		*		*
Central Connecticut State University (CT)		*	*	**
CENTRAL MICHIGAN UNIVERSITY (MI)	*	*	*	**
Central Missouri State University (MO)	*	*		*
Central State University (OK)		*		*
Central Washington University (WA)	*	*		*
CHADRON STATE COLLEGE (NE)	*	*	*	*
Chicago State University (IL)	*	*		**
CHRISTOPHER NEWPORT COLLEGE (VA)	*	*	*	*
Citadel,(The) Military College of South Carolina (SC)				*
Clarion University of Pennsylvania (PA)		*	*	**
Cleveland State University (OH)	*			*
Clinch Valley College of the University of Virginia (VA)			*	*
College of Charleston (SC)	*		*	*
College of Staten Island (NY)			*	**
College of the Virgin Islands, St Croix (VI)			*	*
College of the Virgin Islands, St Thomas (VI)	*		*	*
College of William and Mary in Virginia (VA)				*
COLUMBUS COLLEGE (GA)	*	*	*	*
CONCORD COLLEGE (WV)	*	*	*	*
COPPIN STATE COLLEGE (MD)	*	*	*	*
CORPUS CHRISTI STATE UNIVERSITY (TX)	*	*	*	*
Dakota State College (SD)		*	*	**
DELTA STATE COLLEGE (MS)	*	*	*	*
Dickinson State University (ND)			*	*
East Central Oklahoma State University (OK)	*		*	*
East Stroudburg State College (TN)	*	*		
EAST TENNESSEE STATE UNIVERSITY (TN)	*	*	*	*
East Texas State University (TX)		*		*
East Texas State University at Texarkana (TX)	*	*	*	
Eastern Connecticut State University (CT)		*	*	**
Eastern Illinois University (IL)	*	*		**
Eastern Kentucky University (KY)		*		*
EASTERN MONTANA COLLEGE (MT)	*	*	*	**
EASTERN NEW MEXICO UNIVERSITY (NM)	*	*	*	**
Eastern Oregon State College (OR)	*	*		
Eastern Washington University (WA)	*	*		*
EDINBORO UNIVERSITY OF PENNSYLVANIA (PA)	*	*	*	**
Emporia State University (KS)	*	*	*	
FAIRMONT STATE COLLEGE (WV)	*	*	*	*
Farmington State College (MA)			*	
Fayetteville State University (NC)	*	*		
FITCHBURG STATE COLLEGE (MA)	*	*	*	**
Florida Agricultural & Mechanical University (FL)	*			
Florida Atlantic University (FL)			*	

PARTICIPATING INSTITUTIONS, Continued:

	81-82	82-83	83-84	84-85
Florida International University (FL)	*	*		**
FORT HAYS STATE UNIVERSITY (KS)	*	*	*	*
FRANCIS MARION COLLEGE (SC)	*	*	*	*
FROSTBURG STATE COLLEGE (MD)	*	*	*	*
GEORGE MASON UNIVERSITY (VA)	*	*	*	*
GEORGIA COLLEGE (GA)	*	*	*	*
GEORGIA SOUTHERN COLLEGE (GA)	*	*	*	*
Georgia Southwestern College (GA)		*	*	*
Georgia State University (GA)	*	*		
Glassboro State College (NJ)				**
Glenville State College (WV)		*	*	*
Governors State University (IL)		*		
Grambling State University (LA)	*		*	*
GRAND VALLEY STATE COLLEGE (MI)	*	*	*	*
Harris-Stowe State College (MO)		*	*	*
HENDERSON STATE UNIVERSITY (AR)	*	*	*	*
Herbert H. Lehman College (NY)			*	*
Humacao University College (PR)				*
IDAHO STATE UNIVERSITY (ID)	*	*	*	*
ILLINOIS STATE UNIVERSITY (IL)	*	*	*	*
INDIANA STATE UNIVERSITY (IN)	*	*	*	*
Indiana University of Pennsylvania (PA)	*	*		**
Indiana State University at Evansville (IN)	*	*		*
Indiana University, East (IN)		*		*
Jackson State University (MS)		*		
Jacksonville State University (AL)		*	*	**
JAMES MADISON UNIVERSITY (VA)	*	*	*	*
Jersey City State College (NJ)		*		**
JOHN JAY COLLEGE OF CRIMINAL JUSTICE (NY)	*	*	*	**
Kearney State College (NE)	*	*		**
Keene State College (NH)	*		*	**
Kennesaw College (GA)		*	*	*
Kent State University (OH)	*	*		
Kutztown State College (PA)		*		**
LAKE SUPERIOR STATE COLLEGE (MI)	*	*	*	*
Lamar University (TX)	*	*		*
La Montana Regional College (PR)	*			*
Lander College (SC)		*		*
Laredo State University (TX)		*	*	
Lewis-Clark State College (ID)		*	*	*
Lincoln University (PA)		*		
Livingston University (AL)	*			*
LOCK HAVEN STATE COLLEGE (PA)	*	*	*	**
Longwood College (VA)	*	*		*
Louisiana State University, Shreveport (LA)	*	*		*
Louisiana Tech University (LA)	*	*		*
Lyndon State College (VT)	*	*		**
Maine Maritime Academy (ME)		*		
Mankato State University (MN)		*		
Mansfield University (PA)	*		*	**

PARTICIPATING INSTITUTIONS, Continued:

	81-82	82-83	83-84	84-85
MARSHALL UNIVERSITY (WV)	*	*	*	*
Mary Washington College (VA)		*	*	*
Massachusetts Maritime Academy (MA)		*		
MAYVILLE STATE COLLEGE (ND)	*	*	*	*
MCNEESE STATE UNIVERSITY (LA)	*	*	*	*
Memphis State University (TN)	*	*	*	
Mesa College (CO)	*	*		*
METROPOLITAN STATE COLLEGE (CO)	*	*	*	*
Metropolitan State University (MN)				**
MIDDLE TENNESSEE STATE UNIVERSITY (TN)	*	*	*	*
MIDWESTERN STATE UNIVERSITY (TX)	*	*	*	*
MILLERSVILLE UNIVERSITY OF PENNSYLVANIA (PA)	*	*	*	**
Minot State College (ND)			*	*
Mississippi University for Women (MS)			*	*
Mississippi Valley State University (MS)	*			
Missouri Southern State College (MO)	*		*	*
Missouri Western State College (MO)	*		*	*
MONTANA COLLEGE OF MINERAL SCIENCE & TECHNOLOGY (MT)	*	*	*	*
Montclair State College (NJ)				*
Moorhead State University (MN)				**
Morehead State University (KY)	*	*		*
Morgan State University (MD)				*
Murray State University (KY)	*	*	*	
New Jersey Institute of Technology (NJ)	*			
Nicholls State University (LA)			*	
North Adams State College (MA)	*	*		
North Carolina Agricultural & Technical State University (NC)		*	*	*
North Carolina Central University (NC)		*		
North Texas State University (TX)	*			*
Northeast Louisiana University (LA)	*		*	*
Northeast Missouri State University (MO)		*	*	*
Northeastern Illinois University (IL)	*	*		**
NORTHERN ARIZONA UNIVERSITY (AZ)	*	*	*	*
NORTHERN ILLINOIS UNIVERSITY (IL)	*	*	*	*
Northern Kentucky University (KY)	*	*	*	
Northern Michigan University (MI)	*	*		**
Northern Montana College (MT)	*			**
Northern State College (SD)		*	*	**
Northwest Missouri State University (MO)			*	*
Northwestern Oklahoma State University (OK)	*			
Northwestern State University (LA)		*		*
OAKLAND UNIVERSITY (MI)	*	*	*	*
Oklahoma Panhandle State University (OK)				*
OLD DOMINION UNIVERSITY (VA)	*	*	*	*
Oregon Institute of Technology (OR)	*	*		*
Pan American University (TX)			*	*
Pembroke State University (NC)	*			*
Peru State College (NE)	*		*	**

PARTICIPATING INSTITUTIONS, Continued:

	81-82	82-83	83-84	84-85
Pittsburg State University (KS)		*	*	**
Plymouth State College (NH)	*		*	*
Ponce Technological Universidad College (PR)				*
Portland State University (OR)	*	*		**
Purdue University at Calumet (IN)		*		*
Radford University (VA)	*		*	*
Ramapo College of New Jersey (NJ)	*			
Rhode Island College (RI)	*			**
Saginaw Valley State College (MI)		*	*	
Salem State College (MA)		*	*	**
SALISBURY STATE COLLEGE (MD)	*	*	*	*
San Diego State University (CA)		*		
Sangamon State University (IL)			*	*
SAVANNAH STATE COLLEGE (GA)	*	*	*	*
SHEPHERD COLLEGE (WV)	*	*	*	*
Shippensburg University of Pennsylvania (PA)		*	*	**
Slippery Rock University (PA)	*	*	*	
Sonoma State University (CA)	*			**
South Dakota School of Mines & Technology (SD)			*	**
SOUTHEAST MISSOURI STATE UNIVERSITY (MO)	*	*	*	*
Southeastern Louisiana University (LA)		*	*	
Southeastern Massachusetts University (MS)			*	
Southeastern Oklahoma State University (OK)			*	*
SOUTHERN ARKANSAS UNIVERSITY (AR)	*	*	*	*
Southern Connecticut State University (CT)		*	*	**
Southern Illinois University at Edwardsville (IL)	*	*		*
SOUTHERN OREGON STATE COLLEGE (OR)	*	*	*	**
Southern Technical Institute (GA)		*	*	*
Southern Utah State College (UT)			*	*
SOUTHWEST MISSOURI STATE UNIVERSITY (MO)	*	*	*	*
SOUTHWEST STATE UNIVERSITY (MN)	*	*	*	**
Southwest Texas State University (TX)	*	*		*
Southwestern Oklahoma State University (OK)	*		*	*
ST.CLOUD STATE UNIVERSITY (MN)	*	*	*	**
St. Mary's College of Maryland (MD)	*	*	*	
STATE UNIVERSITY OF NEW YORK COLLEGE AT BROCKPORT (NY)	*	*	*	**
State University of New York College at Buffalo (NY)	*		*	**
STATE UNIVERSITY OF NEW YORK COLLEGE AT CORTLAND (NY)	*	*	*	**
State University of New York College at Fredonia (NY)	*	*	*	
State University of New York College at New Paltz (NY)	*			
State University of New York College at Old Westbury (NY)		*		**
State University of New York College at Oneonta (NY)				**

PARTICIPATING INSTITUTIONS, Continued:

	81-82	82-83	83-84	84-85
State University of New York College at Plattsburgh (NY)		*		**
STATE UNIVERSITY OF NEW YORK COLLEGE AT POTSDAM (NY)	*	*	*	**
State University of New York College at Purchase (NY)		*	*	
State University of New York College of Arts & Science at Genesco (NY)		*	*	**
State University of New York College of Technology at Utica/Rome	*		*	**
Stephen F. Austin State University (TX)	*		*	*
Stockton State College (NJ)				**
Sul Ross State University (TX)				*
TENNESSEE TECHNOLOGICAL UNIVERSITY (TN)	*	*	*	*
TEXAS A&I UNIVERSITY (TX)	*	*	*	*
TEXAS A&M UNIVERSITY AT GALVESTON (TX)	*	*	*	*
Texas Woman's University (TX)			*	*
Towson State University (MD)	*		*	*
TRENTON STATE UNIVERSITY (NJ)	*	*	*	**
Troy State University (AL)		*	*	*
THE UNIVERSITY OF AKRON (OH)	*	*	*	*
University of Alabama in Huntsville (AL)	*			
University of Alaska at Anchorage (AK)		*		
University of Alaska at Fairbanks (AK)				*
University of Alaska at Juneau (AK)		*	*	**
University of Arkansas at Little Rock (AR)				*
University of Arkansas at Monticello (AR)	*			*
UNIVERSITY OF BALTIMORE (MD)	*	*	*	*
University of Central Arkansas (AR)		*	*	*
University of Central Florida (FL)	*			**
UNIVERSITY OF COLORADO, COLORADO SPRINGS (CO)	*	*	*	*
UNIVERSITY OF COLORADO AT DENVER (CO)	*	*	*	*
University of Guam (GU)	*	*		
University of Houston at Clear Lake (TX)	*			*
UNIVERSITY OF HOUSTON-DOWNTOWN (TX)	*	*	*	*
University of Houston-Victoria (TX)	*	*		
University of Louisiana (LA)				*
UNIVERSITY OF LOWELL (MA)	*	*	*	**
University of Maine at Farmington (ME)			*	**
University of Maine at Fort Kent (ME)			*	
University of Maine at Presque Isle (ME)		*	*	**
University of Maryland, Baltimore County(MD)	*	*		*
University of Missouri at St. Louis (MO)				*
University of Montevallo (AL)			*	*
UNIVERSITY OF NEBRASKA AT OMAHA (NE)	*	*	*	**
UNIVERSITY OF NEVADA AT LAS VEGAS (NV)	*	*	*	*
University of New Orleans (LA)	*	*		

PARTICIPATING INSTITUTIONS, Continued:

	81-82	82-83	83-84	84-85
University of North Alabama (AL)	*	*		*
University of North Carolina at Asheville (NC)	*		*	*
University of North Carolina at Charlotte (NC)		*	*	*
University of North Carolina at Greensboro (NC)	*	*		*
University of North Carolina at Wilmington (NC)		*		*
University of North Florida (FL)			*	
University of Northern Colorado (CO)	*	*		*
UNIVERSITY OF NORTHERN IOWA (IA)	*	*	*	**
University of Pittsburgh at Johnstown (PA)	*			
University of Puerto Rico at Rio Piedras (PR)				*
UNIVERSITY OF SCIENCE & ARTS OF OKLAHOMA (OK)	*	*	*	*
University of South Alabama (AL)		*	*	*
University of South Carolina (SC)		*		
UNIVERSITY OF SOUTH CAROLINA AT AIKEN (SC)	*	*	*	*
University of South Carolina Coastal Carolina College (SC)	*		*	
UNIVERSITY OF SOUTH CAROLINA AT SPARTANBURG (SC)	*	*	*	*
University of South Dakota at Springfield (SD)	*	*	*	
University of South Florida (FL)	*	*		
UNIVERSITY OF SOUTHERN COLORADO (CO)	*	*	*	*
University of Southern Maine (ME)	*			**
UNIVERSITY OF SOUTHERN MISSISSIPPI (MS)	*	*	*	*
University of Southwestern Louisiana (LA)	*		*	*
UNIVERSITY OF TENNESSEE AT CHATANOOGA (TN)	*	*	*	*
UNIVERSITY OF TENNESSEE AT MARTIN (TN)	*	*	*	*
UNIVERSITY OF TEXAS AT DALLAS (TX)	*	*	*	*
University of Texas at San Antonio (TX)			*	*
University of Texas at Tyler (TX)	*	*	*	
UNIVERSITY OF TEXAS OF THE PERMIAN BASIN(TX)	*	*	*	*
University of the District of Columbia (DC)	*		*	**
University of Toledo (OH)		*		*
UNIVERSITY OF WEST FLORIDA (FL)	*	*	*	**
University of Wisconsin at Eau Claire (WI)	*		*	*
University of Wisconsin at Green Bay (WI)			*	*
University of Wisconsin at La Crosse (WI)	*	*	*	
UNIVERSITY OF WISCONSIN AT OSHKOSH (WI)	*	*	*	*
University of Wisconsin at Parkside (WI)	*		*	
University of Wisconsin at Platteville (WI)			*	*
University of Wisconsin at River Falls (WI)		*	*	
University of Wisconsin at Stevens Point(WI)		*	*	*
UNIVERSITY OF WISCONSIN AT STOUT (WI)	*	*	*	**
University of Wisconsin at Superior (WI)		*	*	*
University of Wisconsin at Whitewater (WI)			*	*

PARTICIPATING INSTITUTIONS, Continued:

	81-82	82-83	83-84	84-85
VALDOSTA STATE COLLEGE (GA)	*	*	*	*
Valley City State College (ND)				*
Washburn University of Topeka (KS)	*	*		*
Wayne State College (NE)		*	*	**
WEBER STATE COLLEGE (UT)	*	*	*	*
West Chester State College (PA)	*	*		**
WEST GEORGIA COLLEGE (GA)	*	*	*	*
WEST LIBERTY STATE COLLEGE (WV)	*	*	*	*
West Texas State University (TX)			*	*
West Virginia College of Graduate Studies (WV)		*	*	*
West Virginia Institute of Technology (WV)		*	*	*
West Virginia State College (WV)				*
Western Carolina University (NC)	*	*		*
Western Connecticut State University (CT)	*		*	**
WESTERN ILLINOIS UNIVERSITY (IL)	*	*	*	**
WESTERN KENTUCKY UNIVERSITY (KY)	*	*	*	*
Western Michigan University (MI)		*	*	**
Western Montana University (MT)		*	*	
WESTERN NEW MEXICO UNIVERSITY (NM)	*	*	*	*
WESTERN OREGON STATE COLLEGE (OR)	*	*	*	**
Western State College of Colorado (CO)			*	*
Western Washington University (WA)		*		*
Westfield State College (MA)	*	*		**
WICHITA STATE UNIVERSITY (KS)	*	*	*	*
William Paterson College of New Jersey (NJ)			*	
Winona State University (MN)	*	*		**
Winston-Salem State University (NC)	*	*	*	
Winthrop College (SC)	*			
Worchester State College (MA)	*		*	**
Wright State University (OH)		*		
Youngstown State University (OH)		*	*	**
	204	228	214	272

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
11 Dupont Circle, Suite 120, Washington, DC 20036
(202) 462-1038 ISBN 0-910402-35-3